

12 Reasons for NOT Accepting a Counter Offer

- 1. What type of company do you work for where you have to resign before they give you what you are worth?**
Social Contract→ Your employer does not care about you, your wife or your family, they only care about their top line as it relates to your performance – please remember that. The social contract was broken in the mid 1980's with the introduction of employee funded retirement plans such as section 401(k). When the social contract between employer and employee was destroyed so was the obligation each party had towards each other in terms of employment longevity. This is fact.
- 2. Where is the money for the counter offer coming from? Is it your next raise early? Almost all companies have strict wage and salary guidelines which must be followed.**
Justify→ How do you justify your proposed salary increase in light of your current situation? Are they really going to offer you a counter to help you financially (especially in this market)?
- 3. Your company may immediately start looking for a new person at a cheaper price.**
Reality → Unfortunately for you this may be the case but you don't know unless you take a chance. If you do accept the counter offer then you spin the wheel, who knows what can happen down the road with your career or compensation plan. Maybe they hire and "angel" someone they love who they take care of. How will they insure that person is successful? Most likely from the fruits of all your efforts. Meanwhile you have the company you interviewed with waiting with open arms, they want the best for you because that means success for them. Think about that.
- 4. You have now made your employer aware that you are unhappy. From this day on your loyalty will always be in question.**
Enough Said→What else can I say about this? How would you feel about you if you were the manager?
- 5. When promotion time comes around your employer will remember who was loyal and who was not.**
- 6. When times get tough your employer may well begin the cutbacks with you.**
- 7. The same circumstances that now cause you to consider a change will probably repeat themselves in the future, even if you accept a counter offer.**
Crux→ This is the crux of the matter. Your distaste for your current employer is not going to go away.
- 8. Statistics show that if you accept a counter offer the probability of voluntarily leaving in six months or being let go within one year is extremely high.**
Fordyce Letter→ The Fordyce Letter is an industry newsletter sent out to employment agency owners and managers. They quote this statistic in every article they write about the subject of "counter offers" (at least once per year).
- 9. Accepting a counter offer is an insult to your intelligence and a blow to your personal pride, knowing that you were bought.**
Questionable→ I can't really comment about someone's pride and/or intelligence but the whole act of accepting a counter offer does present an ethical question.
- 10. Once the word gets out the relationship that you now enjoy with your co-workers may change for the worse. You may lose the personal satisfaction of peer-group acceptance or the respect of your peer group.**
- 11. Once you hand in the written resignation letter and then allow your boss to talk you out of it, she/he may feel you are indecisive and can't make a decision which you stick to. This can cause a lack of credibility with your boss - unspoken of course.**
- 12. The irony of considering a counter offer is that there is no possible gain, only loss in light of your existing employment scenario. Think of the company you interviewed with and how they feel about you. Pursuing the new opportunity is the easiest business decision you will ever have to make, it has zero down side risk and maximum upside potential. With the new company you have the advantage of getting into a truly exciting career opportunity with all its benefits.**
What do you think?→ Can you look yourself in the mirror with respect to your present situation and seriously think that staying where you are is going to be good for your career?